**PERFORMANCE MEASURES:**

The proposed performance measures of the GREAT MINDS grant, by goal and activity,

shall be as follows:

**GOAL 1: Establish an international consortium to identify and discuss best**

**practices in STEM education.**

Performance Measures:

1. The University of West Alabama will establish a GREAT MINDS International Consortium in accordance with established guidelines of the grant within six months of initial funding and continue the consortium throughout the funding period of the grant.

***Assessment:*** *A governing board, membership directory and by-laws will be created and maintained as evidence of fulfillment of this performance objective. The External Evaluator will review these documents and include his/her findings in the annual report.*

1. The UWA College of Education will establish an International GREAT MINDS web presence within six months of grant implementation and maintain the site each year of the funded grant.

***Assessment:*** *The funding agency will be provided full access to the GREAT MINDS website during the full tenure of the grant as evidence of fulfillment this performance measure. The External Evaluator will review the website and include his/her findings in the annual report.*

1. The GREAT MINDS website will include (but not be limited to) the following required content: 1) information about membership in the consortium, 2) news about collaborative STEM activities in progress, 3) ideas/opportunities for new collaborative STEM activities between educational/non-educational entities, 4) a streaming video repository of best STEM practices videos, 5) links to related member/counterpart STEM blogs, 6) information/discussion about emerging technologies to facilitate vigorous participation (synchronously or asynchronously) in STEM-related activities, and 7) information about adapting identified STEM best practices to the unique needs, considerations of cultural diversity, and available resources of the international membership.

***Assessment:*** *The funding agency will be provided full access to the website during the full tenure of the as evidence of fulfillment this performance measure. The External Evaluator will also complete a checklist to verify the inclusion of these 7 content areas within the website on an annual basis and include this information in the annual report.*

1. The GREAT MINDS grant will host and record a minimum of 5 best-practice sharing/discussion sessions using SKYPE© or comparable technologies during the fall term and 5 sessions during the spring term (for a total of 10 sessions per year) each year of the funded grant.

***Assessment****: The grant staff will document the date, time, and participating parties of each session and shall make a recording of the sessions and post them to the GREAT MINDS website to serve as documentation of the performance measure. The External Evaluator will also complete a checklist to verify the completion of this performance measure on an annual basis in the annual report.*

**GOAL 2: Create innovative STEM curriculum through pre-service and in service**

**teacher training in critical thinking and problem solving.**

Performance Measures:

1. The GREAT MINDS staff will upgrade and equip an existing UWA science laboratory as the grant’s DATA Lab for pre-service teachers. Details on how to establish the lab will also be published on the GREAT MINDS website.

***Assessment:*** *The External Evaluator will visit the DATA Lab to verify its creation and related equipment purchases on an annual basis. The External Evaluator will also attend a pre-service teacher training session annually to observe training provided. An annual statement of completion from the External Evaluator along with yearly photographs of the facility and pre-service students receiving training in the annual report shall serve as documentation of this performance measure.*

1. A Pre-service teacher STEM DATA Lab curriculum and related lesson plans will be created, utilized by faculty and published to the GREAT MINDS website for public consumption on a regular basis.

***Assessment:*** *The External Evaluator will annually review established DATA Lab curricula and lesson plans posted to the GREAT MINDS website and report on his/her findings in the annual report. Copies of the curricula and related lesson plans shall serve as documentation of this performance measure.*

1. GREAT MINDS will provide all pre-service teacher participants with an annual subscription to a nationally recognized journal in their STEM area of choice and offer an opportunity to attend a national science, math, or technology conference.

***Assessment:*** *Group subscription forms and copies of travel paperwork for participating pre-service teachers shall serve as documentation of this performance measure. The External Evaluator will review this documentation annually and report on it in the annual report as evidence of this performance measure.*

1. GREAT MINDS will conduct a STEM summer enrichment program which will include a week-long summer camp planned for the professional development of current service teachers and pre-service teachers in the teacher education program, and a week-long STEM summer camp for students of all grade levels (P-12).

***Assessment:*** *Grant staff will annually document the names of participants, maintain copies of the summer packets and agendas provided to participants, and provide photographs of the summer enrichment program and participants as annual documentation of this performance measure. The External Evaluator will also visit the summer enrichment program yearly and include his/her findings in the annual report.*

1. A voucher will be awarded to the service teachers participating in the STEM summer enrichment program for the acquisition of hands-on science or math kits for their classrooms. Teachers who attend both weeks of the summer camp and all four professional development sessions during the school year will be awarded with an I-Pad as an incentive for participation and for empowering them to make good, autonomous decisions with the proper tools.

***Assessment:*** *The GREAT MINDS staff will maintain annual paperwork indicating the awards of vouchers and I-PADS to named eligible service teachers. This documentation will be reviewed annually by the External Evaluator for adherence to grant requirements for the award of the voucher and IPADs and reported in the annual report.*

1. UWA will create a STEM environment specifically designed to foster the natural curiosity of younger children centered on “structures” called “Construction Crew”. Local teachers and UWA’s Campus School teachers would be invited to bring their classes to campus throughout the year for activities specifically designed to inspire younger children and address their need for kinesthetic learning that most schools take away after kindergarten.

***Assessment:*** *GREAT MINDS will host a minimum of 4 regional school classes annually as a part of the “Construction Crew” activity. Photographs will be taken of these activities and documentation of the events will be maintained as evidence. The External Evaluator will review these documents and include them in the annual report.*

**GOAL 3: Increase the enrollment and retention of high needs students in**

**undergraduate teacher education programs**.

Performance Measures:

1. To increase the enrollment in the teacher education program, UWA will establish a cohort of 20 high school students (10 juniors and 10 seniors) from our partnership schools across Alabama to become members of THINK. The recruitment program will seek to identify Black American high school juniors and seniors who show interest in science, math, or technology and exemplify high academic standards from the surrounding local schools and focus recruitment efforts on this group. In order to reach these students, UWA will engage our faculty in an extensive recruitment process in partnership schools.

***Assessment:*** *UWA will conduct a minimum of 10 recruitment visits annually to regional schools. Annual travel documentation and enrollment data on the selected cohort students will be maintained by grant staff. The External Evaluator will review this information and report on it in his/her annual report.*

1. To address the retention phase of the GREAT MINDS/THINK program, during the first year of the grant the top 10 first year high school recruits will be identified by the faculty for participation in the initial THINK cohort with a strong emphasis on mentoring and service learning. Each year thereafter, UWA will seek to recruit a minimum of 10 new high school participants from the local school systems as the new UWA cohort.

***Assessment:*** *The UWA GREAT MINDS staff will maintain an annual list of the 10 high school participants in the THINK Cohort and documentation of recruitment efforts for these 10 high school students annually. The External Evaluator will review these evidential documents and report on his/her findings in the Annual Report.*

1. UWA will host an annual STEM conference on the UWA Campus. Selected high school STEM teachers will serve as facilitators, along with NSF Presidential Awardees and UWA Faculty in the annual event.

***Assessment:*** *UWA will maintain a STEM participant packet and photographs of the annual event as evidence of completion of this performance objective. The External Evaluator will attend the STEM conference and report on the event in his/her annual report.*

1. For the first two years of the GREAT MINDS Project, peer mentoring will be provided by the top UWA student applicant currently within the UWA College of Education. This applicant will be given a stipend to provide mentoring in student life, lead the THINK cohorts in team building activities, and work closely with the Project Director to provide a supportive, nurturing environment for the initials recruits. After year two of recruiting, this applicant will move into the role as the lead peer mentor and will be responsible for training additional peer mentors. After the first group moves into the third year of the program, those students will also be included as peer mentors for entering UWA freshmen with the focus of their mentoring on adapting to college student life on the UWA campus. UWA Peer mentors will be given a stipend for the added responsibilities, and will be required to meet a set of mentoring criteria established for the program.

***Assessment:*** *GREAT MINDS staff will maintain documentation of selected UWA peer mentors on an annual basis. The External Evaluator will inspect these documents and make comment with respect to compliance in the Annual Report.*

1. During the second year, members of THINK will be required to participate in a service learning project centered on the STEM knowledge and skills obtained from their experience with the GREAT MINDS Project. Potential projects include working with Habitat for Humanity, Rural Studios, or Blitz Build to build sustainable housing in the Black Belt area. Students who successfully complete the THINK program and graduate from high school will receive an I-Pad, if they have further met the following requirements: a minimum 3.0 G.P.A.; served one year as a peer mentor; and served two summers as a summer camp volunteer, and participated in a service learning project.

***Assessment:*** *THINK students will participate in a minimum of one service learning project during the fall term and one service learning project during the spring term annually and each of these same terms throughout the tenure of the grant . GREAT MINDS staff will maintain documentation of selected service learning projects on an annual basis. The External Evaluator will inspect these documents and make comment with respect to compliance in the Annual Report.*

1. To strengthen both the recruitment and retention measures of the THINK component of the GREAT MINDS Project, a teacher preparation classroom will be equipped with an LCD projector, Internet capabilities, a Promethean board and other current multi-media resources so that technology infused learning can be modeled. This multi-media classroom will be directly connected with the DATA Lab previously described which will support technology-rich, project-based and inquiry learning in the STEM areas.

***Assessment:*** *The External Evaluator will annually visit the teacher preparation classroom, inspect the equipment purchases for compliance to grant requirements, and observe students utilize the multimedia functions of the facility. Photographs of the facility in use by students and purchase compliance information will be included by the External Evaluator in each Annual Report.*

1. To make data-driven decisions to improve post-secondary outcomes for high needs students, drives the success of the THINK component of the GREAT MINDS Project, data will be collected from recruitment, retention, and graduation efforts as well as from participant opinions regarding the effectiveness of the summer enrichment camps. The data will be analyzed in an effort to amend and improve upon the GREAT MINDS Project in its entirety, but specifically in its goal to increase the number of high needs students enrolling in and being retained in the teacher education program who desire to become STEM educators.

***Assessment:***  *Each year, GREAT MINDS staff will survey participants of summer enrichment camps in an effort to improve the success of the program. These data will be analyzed and used to effect improvements to the grant program. The External Evaluator will review the results of these surveys and their application to effect change on an annual basis for each year of the grant and include his/her findings in the Annual Report.*